

PROCEEDINGS OF THE BROWN COUNTY
PLANNING, DEVELOPMENT & TRANSPORTATION COMMITTEE

Pursuant to Section 19.84 Wis. Stats., a special meeting of the **Brown County Planning, Development & Transportation Committee** was held on Monday, July 9, 2012 in Room 200, Northern Building, 305 E. Walnut Street, Green Bay, Wisconsin.

Present: Chair Bernie Erickson, Norb Dantine, Dave Kaster, Dave Landwehr, Tom Seiber
Also Present: Doug Marsh, Tom Miller, Troy Streckenbach, Supervisor Steffen, Supervisor Fewell,
Supervisor Lund, Brent Miller, Supervisor Van Dyck

I. Call Meeting to Order:

The meeting was called to order by Chairman Bernie Erickson at 5:45 p.m.

II. Approve/Modify Agenda:

The agenda was modified to note that the items fell under Port and Solid Waste, not Public Works.

Motion made by Supervisor Kaster, seconded by Supervisor Dantine to approve as modified.

Vote taken. MOTION CARRIED UNANIMOUSLY

1. Resolution re: Reclassification of the Director of Port and Solid Waste Position.

Director of Administration Brent Miller stated that this was carried over from a prior meeting due to incomplete information in the agenda packet.

Supervisor Landwehr stated he would like more “big picture” information on long-term plans as to where the County is going with regard to salaries and positions in preparation for budget time. County Executive Troy Streckenbach stated that Port and Solid Waste is an enterprise fund and therefore technically not on the levy. With regard to compensation, Streckenbach stated that the County is currently participating in a consortium which is doing a wage study to examine overall compensation. Upon completion of the wage study the results will be brought to the Board to show where the County stands with regard to higher level management and middle management as well as other positions. Streckenbach continued that he did not intend to bring any changes to the organizational structure without the intent that the positions would ultimately create long-term savings and with the intent of looking at the overall structure in the table of organization.

Streckenbach continued that the position being discussed at this meeting is being brought forth because the previous director had been in the position for approximately 20 years. Upon the retirement of the Solid Waste Manager, it was decided to look at the overall table of organization and more importantly look at the structure of the department to see if there were opportunities to potentially consolidate departments. The conclusion was reached that at this time it would be best to leave the structure as is with the intent of looking strictly at the Port & Solid Waste structure. The goal would be that after the new director is brought on, the table of organization would be looked at and hopefully have a position brought to the budget process that would produce some savings.

Supervisor Dantine stated that he did not think the wage was out of line when compared to neighboring counties. He noted that Outagamie pays their director \$104,000 and he has 17 employees helping him and Brown County is paying \$77,000 with six employees helping. Dantine continued that from his experience in sitting on Port and Solid Waste for the last ten years, he sees that they utilize every employee that they have to the fullest. He also felt that combining the Port Director and Solid Waste Director into one position would result in positive things.

Chair Erickson asked what was anticipated as far as the Port Director position. Streckenbach stated that the goal would be to get the position filled and then look at the overall table of organization. Streckenbach continued that he sees Port and Solid Waste as a large economic opportunity for the

County. He noted however that under the current structure, there are some positions that function strictly for the Solid Waste side and other positions that function strictly for the Port side. The goal would be to streamline these positions and ideally see that the positions are working for both sides. Streckenbach said there are a lot of similarities with what is happening in the future with the solid waste side of the County and what is happening with the port side. Ideally this would lead to a change in the table of organization that could be agreed upon by everyone involved.

Erickson stated that even though this is an enterprise fund, somebody is still paying for it. He continued that if the County charges too much the price automatically goes up so they can recoup. If the pricing increases too much, people may decide to use a different port. Erickson felt that we are adding and adding and everything goes up and up. He also stated that normally when there is an addition there is also a deletion somewhere else. He did not know where the funds would come from to increase the salary. Erickson stated that he would be comfortable deleting the harbor position at this time. He also stated that there are a lot of intelligent people working in the department that could be cross-trained.

Supervisor Kaster felt that filling a position at the salary of someone who had been doing that job for a number of years is not appropriate and he is not in favor of it. He does not feel it is right to let a new person start at a higher rate than where the last person left off. He has also stated this opinion with other positions hired in the past. He felt that this could be kept at Grade 25 and noted there is about \$7,000 left in that pay grade. Kaster continued that he is aware that the Port and Solid Waste Department is an enterprise fund right now and not on the levy, but he felt that this does still have an effect. He also felt that this increase may raise questions with other departments that have been frozen.

Erickson was also concerned about proposing an increase when the County is facing a budget deficit. Streckenbach stated that the goal is to reorganize the department when the director is brought on. It is his intent not to have the wages increase throughout the department and he intends to work with the new director to reorganize the department to make it more streamlined as stated earlier. He also stated that the former director was at the same salary for quite some time. Kaster stated that he knows this is an enterprise fund but money has been taken out of enterprise funds in the past to balance the budget.

Motion made by Supervisor Dantine, seconded by Supervisor Sieber to approve. Vote taken.

Ayes: Erickson, Landwehr, Sieber, Dantine

Nay: Kaster

MOTION CARRIED 4-1

2. Such other matters as authorized by law.

Motion made by Supervisor Dantine, seconded by Supervisor Sieber to adjourn at 6:06 p.m. Vote taken. MOTION CARRIED UNANIMOUSLY

Respectfully submitted,

Therese Giannunzio
Recording Secretary